

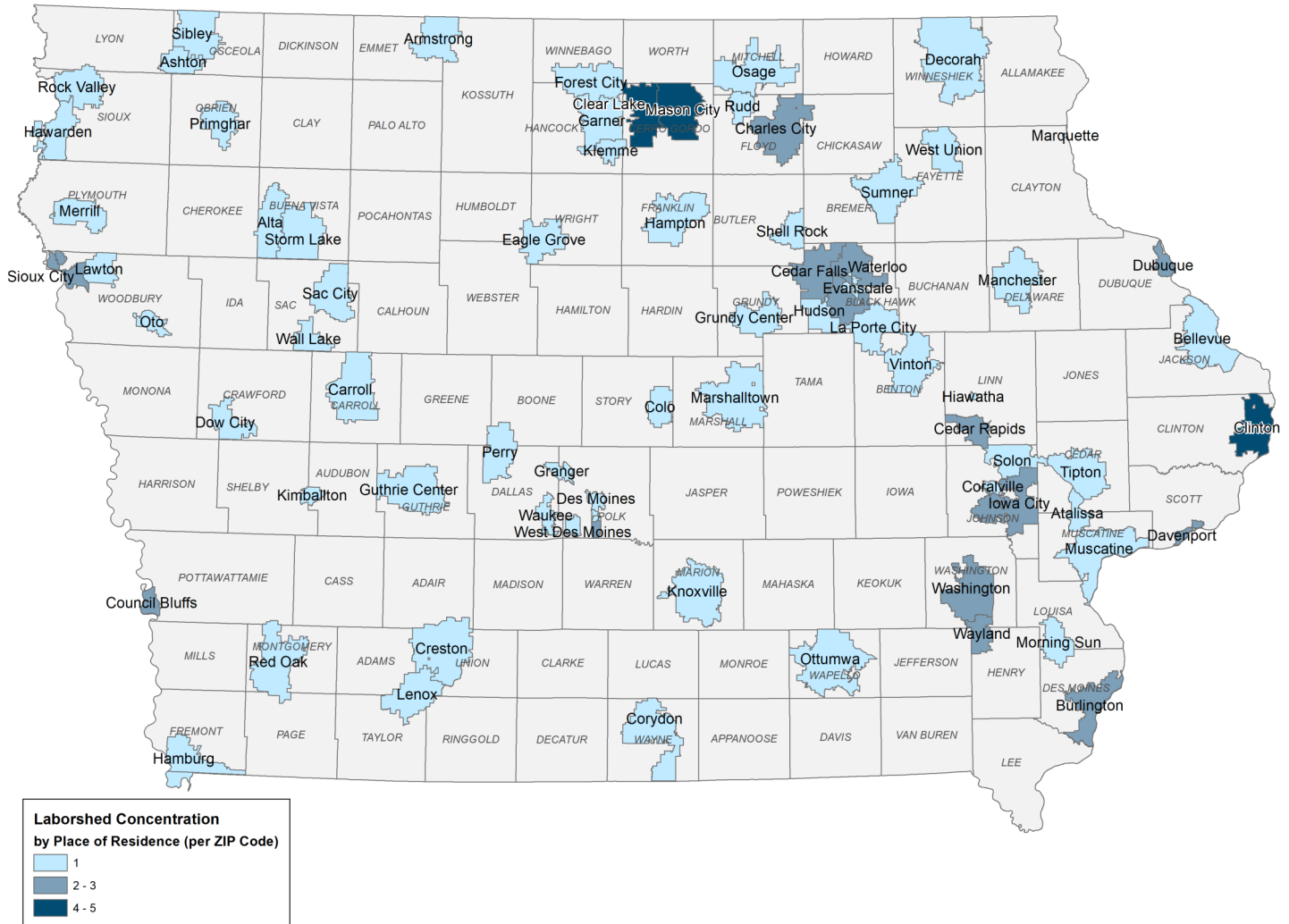
LABOR CHARACTERISTICS

DIRECT CARE WORKERS



STATE OF IOWA LABORSHED AREA

**CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA
WITH TRANSFERABLE EXPERIENCE/SKILLS BY PLACE OF RESIDENCE**



Workers who have transferable experience/skills in the industry are currently commuting an average of 11 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 21 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE STATE OF IOWA, IA LABORSHED, CONTACT:

LABOR CHARACTERISTICS



DIRECT CARE WORKERS

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

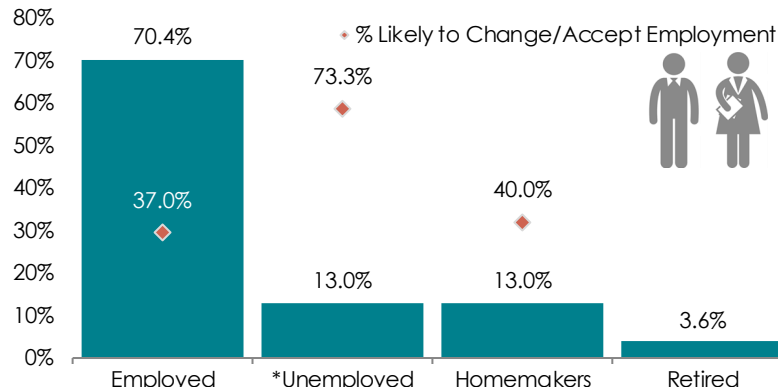
- Home Health Aides - 11.3%
- Personal Care Aides - 35.65%
- Nursing Assistants - 53.05%

UNDEREMPLOYMENT (ESTIMATED):

- Low hours - 2.6%
- Low income - 2.6%
- Mismatch of skills - 4.3%
- Total - 7.8%

(Individuals counted only once when estimating Total Underemployment.)

ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



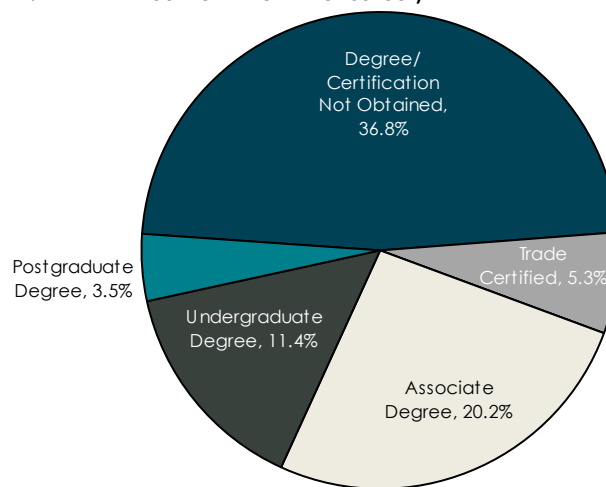
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

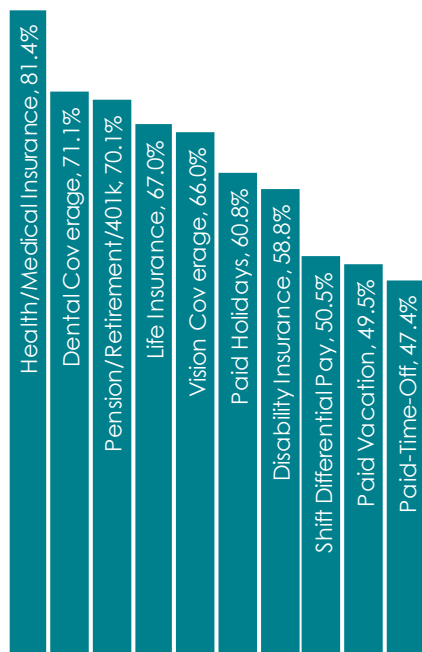
- 88.7% paid an hourly wage
- 74.8% are/were employed full-time
- 25.2% are/were employed part-time
- 7.0% are/were self-employed
- 18.5% hold two or more jobs
- Currently working an average of 39 hours/week

EDUCATIONAL LEVEL:

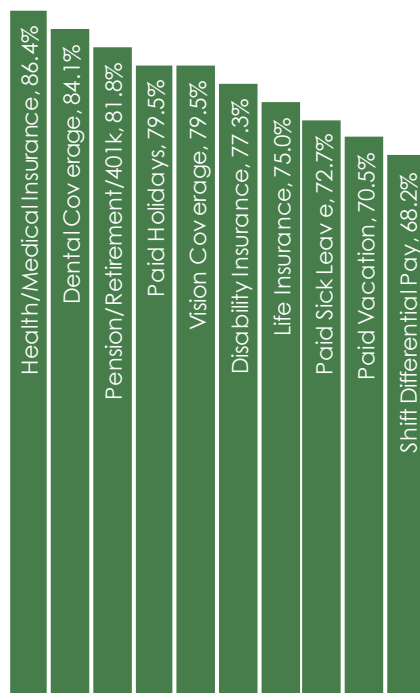
(77.2% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



CURRENT BENEFITS:



DESIRED BENEFITS:



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 74.1%
 - www.indeed.com
 - www.monster.com
 - www.facebook.com
- Networking through friends, family or acquaintances - 19.4%
- Newspapers - 18.5%
- IowaWORKS Centers - 13.9%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 78.3%
- Cross-training - 58.7%
- Varied shifts - 46.7%
- Job sharing - 45.5%
- Seasonal work - 33.3%
- Temporary work - 28.3%



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DIRECT CARE WORKERS

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Home Health Aides	31-1011	\$14.58	\$11.56	\$16.08	\$13.89	\$28,901
Nursing Assistants	31-1014	\$14.00	\$11.58	\$15.21	\$13.71	\$28,514
Personal Care Aides	39-9021	\$12.04	\$10.39	\$12.87	\$11.57	\$24,061

The 2019 Iowa Wage data for the State of Iowa Laborshed area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. The source of the wage and employment data is based on the May 2018 OES estimates. Additional occupational wage and employment data can be found at www.iowalmi.gov/laborshed.